



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-5236

08 NOV 2006

EASF

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Eighth United States Army FY07 Safety Campaign (Zero Fatalities – R U Committed)


1. Reference memorandum, SECARMY, 13 Oct 06, subject: Army Safety and Occupational Health Objectives for Fiscal Year (FY) 2007.
2. Across Eighth United States Army we experienced a downward trend in all accident classifications. This downward trend in accidents reflects great leadership, discipline, and teamwork. I appreciate the efforts made and the hard work applied by you and your personnel to reduce accidents and improve our readiness. However, we cannot rest on our laurels. I solicit your continuing support and personal involvement to continue this downward trend.
3. Safety performance goals and objectives allow for continuous improvement in safety effectiveness and the reduction of injuries to our Soldiers, civilian employees family members, and Korean citizens. As such, I am continuing our campaign theme of **“Zero Fatalities – R U Committed”** Safety Campaign. Enclosed is our safety campaign plan guide which has six objectives along six lines of operations to direct actions. Commanders will continue to operate within its framework with the goals of reducing accidents by 20% from FY06 rates and zero fatalities. To fully implement this plan, commanders will improve on their FY06 supporting operational plans, set and measure performance outcomes in order to determine whether the system is operating in accordance with expectations, and to identify where action may be required to enhance performance levels to meet these expectations. In addition, I will issue semiannual accident prevention plans to refocus our safety efforts for both the summer and winter periods.
4. I am fully committed to this effort and expect every leader from first line supervisor to the highest levels of command to be committed as well. Our actions must reflect the high priority we place on accident prevention. All leaders must develop a daily personal leader habit of inculcating composite risk management in everything they do. Apply the principles of seeing themselves and seeing the environment with respect to the task at hand. Know who is on their first deer hunt and ask what you have done to make them successful.

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5. We must keep the pressure on and continue to lead from the front on this and ensure that we dedicate ourselves to reducing preventable accidents and preserving our warfighting assets. Safe behavior and executing composite risk management must become routine, habitual, and an automatic process for each of us, on and off duty. **ZERO FATALITIES -- R U COMMITTED?**

Encl
as



DAVID P. VALCOURT
Lieutenant General, USA
Commanding

DISTRIBUTION:

COMMANDER

2D INFANTRY DIVISION (EAID-CG)

19TH SUSTAINMENT COMMAND (EXPEDITIONARY) (EANC-CG)

35TH AIR DEFENSE ARTILLERY (EAAD-Z)

18TH MEDICAL COMMAND (EAMC)

US ARMY CONTRACT COMMAND KOREA (EAKC-CO)

KOREAN SERVICE CORPS (EAGC-KS-CO)

US ARMY COMBAT SUPPORT COORDINATION TEAM 1 (EACT-O)

US ARMY COMBAT SUPPORT COORDINATION TEAM 2 (EACT-S)

US ARMY COMBAT SUPPORT COORDINATION TEAM 3 (EACT-T)

UNITED NATIONS COMMAND SECURITY BATTALION (EAJS-CO)

US ARMY TROOP COMMAND, KOREA (EAHC-CDR)

1ST SIGNAL BRIGADE (AFSK-C)

501ST MILITARY INTELLIGENCE BRIGADE (IADK)

19TH MILITARY POLICE BATTALION (CID) (CIMP-K-ZA)

DIRECTOR, INSTALLATION MANAGEMENT AGENCY/KOREA REGIONAL OFFICE
(SFIM-KO-ZA)

EIGHTH ARMY FY07 SAFETY CAMPAIGN



COMMITMENT TO SAFETY

Accidents are costly, preventable, and an unacceptable impediment to Army missions, readiness, morale, and resources. Therefore, Eighth U.S. Army (Eighth Army) is committed to an accident free environment under the guidelines of Army Regulation 385-10 and the Eighth Army Commanders' Safety Council that reinforce this policy. Through its accident free environment philosophy, Eighth Army is committed to the goal of reducing preventable accidents by at least 20% and **ZERO FATALITIES**. This goal can only be achieved by continuously and systematically improving our Safety Management System, reducing hazards, and modifying unsafe behaviors.



The names of the Soldiers, Civilian Employees, Family Members and Citizens whose lives you save will never be known. Your contribution will be that nothing happens to them because of your safety commitment.

SAFETY PROGRAM GUIDANCE

The campaign plan has six objectives along six lines of operations to direct actions.

The six objectives are:

Objective 1: Strengthen unit readiness programs through awareness & enforcement of Standards.

Objective 2: Model leader / Soldier behavior through personal example.

Objective 3: Integrate control measures that eliminate hazards or reduce risk.

Objective 4: Harness the power of our junior leaders.

Objective 5: Identify/assess individual risk factors & take action to apply controls to protect the soldier.

Objective 6: Instill preventive practices and responsible behavior at the individual and unit level.

The six lines of operations are:

LO 1: COMMAND CLIMATE

Command involvement is key to a successful safety program, and composite risk management must be integrated into every aspect of the unit's activities. The commander sets the limits within which unit personnel must operate. The degree of importance the commander places on safety will determine the emphasis it gets throughout the unit. The commander's commitment and engaged leadership set the tone for success. Establishing a command climate that encourages safe behavior and performance by all personnel in the command will serve as an enabler to safe behavior, on and off duty. Army Regulation 385-10 establishes the Army Safety Program, and Army Regulation 385-95 addresses Army Aviation Accident Prevention. Commanders should be familiar with and ensure compliance with these regulations. All of us, through our leadership, commitment, and engagement must accept the challenge to work safely and actively pursue injury and illness prevention. Commanders make the difference in Safety – never doubt it.

LO 1.1 Standards Handbook

The Eighth Army Standards Handbook provides information to Soldiers assigned or attached to Eighth Army about the basic standards for appearance, conduct and courtesy as established by Department of the Army and Eighth Army regulations and policies. The Handbook informs newly arrived Soldiers about the Korean environment

and the policies and procedures unique to this theater and provide answers and points of contact to address concerns Soldiers most often have upon arrival to a new unit.

LO 1.1.1 Objective: Ensure Soldiers understand and adhere to Army and Eighth Army basic standards for appearance, conduct, and courtesy.

LO 1.1.2 Measures of Effectiveness:

- Soldiers are aware of safety information, policies, and guidance.
- Soldier and military civilian infractions against UCMJ and Host Nation laws decrease by at least 20%.
- Decrease the number of on and off duty incidents and accidents by 20%.

LO 1.1.3 Measures of Performance:

- 100% of Soldiers assigned to the command have a copy of the 8th Army Soldiers Standards Handbook.
- All Soldiers have a "Safe Buddy."
- All first line leaders implement "Under the Oak Tree Counseling."

LO 1.2 New Horizon Day Training

New Horizon Day Training is a forum to integrate, synchronize, and focus the efforts and initiatives of Eighth U.S. Army elements towards enhancing ROK/US understanding, bolstering the ROK/US Alliance and improving safety and risk management.

LO 1.2.1 Objective: Inspire Soldiers, civilians, and families assigned to Eighth Army to live the Army values, be culturally sensitive, and avoid dangerous and questionable behavior.

LO 1.2.2 Measures of Effectiveness:

- Soldier and military civilian infractions against UCMJ and Host Nation laws decrease.
- Decrease the number of on and off duty accidents and incidents within 8th Army during FY07.

LO 1.2.3 Measures of Performance:

- 100% of Soldiers and civilians are briefed on safety, Prostitution and Human Trafficking (PHT), Sexual Assault Prevention and Response (SAPR), and Korean culture.
- Increased Soldier participation in safe Good Neighbor Program (GNP) activities. (Quarterly GNP reports).
- All Soldiers use the Buddy System.

LO 1.3 Accident Reduction Plan

The commander's Accident Reduction Plan should outline personnel responsibilities and provide implementation instructions, and methods the command will use to monitor the success of the safety program and make changes when necessary. Supporting plans should be based on the philosophy that accident prevention is an inherent function of leadership and should be a part of the commander's quarterly training guidance. The plan is a dynamic document based on accident analysis to spot trends in workplace behavior that can be targeted for change. The analysis provides insight into safety issues that lead to accidents and injuries, and serves as the basis for the development of accident prevention policies.

LO 1.3.1 Commanders will:

- a. Conduct an annual safety and occupational health program assessment by the end of the 2nd quarter each fiscal year, and develop supporting operational plans as necessary to correct shortcomings. In addition, they must be prepared to brief their supporting plans at the Eighth Army Commanders' Safety Council.
- b. Battalion level commanders will enroll in the Army Readiness Assessment Program within 30 days of assuming command and ensure completion NLT 90 days after their enrollment date. Commanders will also conduct a follow-up survey at mid-tour. ARAP is accessible at <https://unitready.army.mil/>.
- c. Develop and disseminate relevant safety topics/messages (seasonal, operational, holiday, lessons learned, etc...). Safety topics should be based on assessments of where problems could occur.
- d. Promote safety with the use of safety pacing boards in high visible area (motor pools, DFACs, training areas) at battalion level and lower.

LO 1.3.2 Objective: Identify safety issues that potentially effect readiness and develop and implement appropriate countermeasures.

LO 1.3.3 Measure of Effectiveness:

- Soldiers are aware of safety information, policies, and guidance.
- Accidents, property damage, and lost training time reduced by 20%.

LO 1.3.4 Measure of Performance

- 100% of safety program assessment completed.
- Every leader knows his/her Soldier on/off duty tendencies.
- Korea seasoned leaders walk the specific training lane with new leaders to show – in Korea on this terrain – what “Safe looks like” and potential areas for accidents/risks.
- Collective tasks are planned and executed with NCO leadership.

- Safety pacing boards are posted in high visible areas at battalion and lower units.
- Create awareness with pin charts to highlight historically dangerous locations.

LO 2: LEADER INTEGRATION

LO 2.1 Commander's Safety Council

The Eighth Army Commanders' Safety Council is a forum for discussing safety problems and keeping commanders informed on the status of the command's accident prevention programs, policies, and initiatives. The Council will meet quarterly and shall address both ground and aviation safety topics. Subordinate commanders are encouraged to have similar forums.

LO 2.1.1 Objective: Understand the past and master lessons learned at the lowest level to eliminate accidents/loss of combat power.

LO 2.1.2 Measure of Effectiveness

- Minimally reduce accidents by 20% if not eliminate all loss to training time.
- Training planning and execution is modified based upon CRM factor assessment.

LO 2.1.3 Measure of Performance

- 100% commander participation of members attended.
- Effective seasonal countermeasure/program guidance developed and implemented.

LO 2.2 Army/Unit Accident History

Unit Accident history is used to analyze accident trends. The United States Army Combat Readiness Center (USACRC) issues Preliminary Loss Reports (PLRs) on accidental fatalities Army-wide. The PLRs can be obtained at <http://8tharmy.korea.army.mil/safety> and click on the preliminary loss report icon. Access to unit accident history can be obtained at <https://crc.army.mil> and click on the RMIS icon. Units can also contact their unit safety office or the Command Safety Office for assistance.

LO 2.2.1 Commanders will ensure that subordinate leaders use the PLRs to teach their personnel how to avoid hazards, and to ensure that everyone sees and personally relates to the magnitude of the carnage taking place across our Army.

LO 2.2.2 Objective: Develop and disseminate lessons learned /PLRs to lowest level.

LO 2.2.3 Measure of Effectiveness

- All leaders/trainers are aware of lesson learned and Soldiers are applying lessons learned.
- All Soldiers can readily execute the 40 Warrior Tasks & 11 Battle Drills under all KTO conditions.
- Fewer 15-6's/Report of Surveys (ROS) and more training time.

LO 2.2.4 Measure of Performance

- Current training reflects the most up to date Army Lessons Learned (LL)/Center for Army Lessons Learned (CALL).
- Soldiers/Sergeant Time training sustains 40 & 11 at highest levels.
- Historic accident pin map used by all trainers.

LO 2.3 Company Commanders/First Sergeants Course

The Company Commanders/First Sergeants Course gives future Commanders and First Sergeants a basic understanding of our policies, regulations, and agencies of the installation. The course also provides attendees the tools, knowledge, and fundamentals to assume command and an opportunity to interface with the command group.

LO 2.3.1 Objective: Immerse Company Commanders and First Sergeants into Korean unique safety challenges. "Walk the Lane" to ensure "Being Safe" has tangible meaning and relevance.

LO 2.3.2 Measures of Effectiveness:

- Company Commander and First Sergeant teams have an awareness and profound respect of the requirement for composite risk management and its application to Korean conditions, both persistent (surface danger waivers, heavy traffic, poor visibility) and seasonal (Monsoon rains, heat, humidity, cold).
- Accidents due to both persistent and seasonal conditions are reduced by 20%.

LO 2.3.3 Measures of Performance:

- All Company Commander and First Sergeant teams are establishing and enforcing standards.
- All Company Commander and First Sergeant attend the course prior to assumption of duties.

LO 3: TRAINING AND READINESS

LO 3.1 Command Inspection Programs

The Command Inspection Program is unit and compliance-oriented to ensure minimum program standards, as defined by public laws, contracts, Army Regulations, and Command policies, are maintained. Command inspections are primarily concerned

with evaluating mission essential functions of the inspected unit. In any system it is necessary to set and measure performance outcomes in order to determine whether the system is operating in accordance with expectations, and identify where action may be required to enhance performance levels to meet these expectations.

LO 3.1.1 Commanders will integrate the requirements of the Eighth Army and internal accident prevention guidance into their Command Inspection Program.

LO 3.1.2 Objective: Validate MSC/unit safety program for compliance with Army and Eighth Army accident prevention guidance.

LO 3.1.3 Measures of Effectiveness:

- Safety and risk assessment/mitigation is a leader habit and is vibrant throughout the organization.
- No repeat safety violations.
- All safety hazards/risks are identified.

LO 3.1.4 Measures of Performance:

- All previous deficiencies/shortcomings are fixed. safety hazards/risks are identified.
- Percent of organizations receiving an overall satisfaction rating. (80% >)
- Workplace safety equipment is available and used.

LO 3.2 Inspection General Programs

a. The U.S. Forces Korea (USFK) and Eighth Army Inspector General (IG) is a personal staff officer to the Commander USFK and Eighth Army, responsible for looking into and reporting on the discipline, morale, readiness, economy, efficiency, training and readiness throughout the command. In addition, the IG has sworn duty to serve as fair and impartial and objective fact-finder and problem solver. The IG serves as an extension of the commander's eyes and ears, voice and conscience.

b. The IG provides commanders with a continuous, objective and impartial assessment of the operational and administrative efficiency of their command by responding to requests for assistance or inquiries and by conducting investigations and inspections. The key to a successful oversight program is the effective use of safety inspection resources and implementation of procedures.

LO 3.2.1 Objective: For commanders to apply the lessons learned and recommendations from inspection results and supporting documentation.

LO 3.2.2 Measures of Effectiveness: (Inspections)

- Quality of life in the Life Support Area UFL
- Vehicle Convoy Commander Certification Program
- Prostitution and Human Trafficking
- Trafficking in Persons (DOD)

- Sexual Assault Prevention and Response Program (DAIG)
- Good Neighbor / Community Relations Program
- Intelligence Oversight
- VCCCP with SII KATUSA Integration
- Family Readiness Group

LO 3.2.3 Measures Of Performance:

- 100% Response to requests for assistance and inquiries
- Enhance combat readiness
- Meeting the FY07/08 Commander's Inspections Plan
- Dissemination of Inspection results to commanders
- Commanders are informed about current issues

LO 3.3 Crew Coordination Training

Aircrew coordination is an absolute must for success in Army aviation. Our rotary-wing aircraft have become increasingly complex, necessitating a high level of coordination amongst all rated and non-rated members of the aircrew. The lack of adequate crew coordination continues to plague our aviation community. Improved crew coordination training has been identified as one of the most urgent needs of Army aviation. The crew coordination lessons learned from our aviation community are applicable to ground vehicle operations. All too often, vehicle accidents are a result of a break down in communications between drivers and vehicle commanders.

LO 3.3.1 The following commanders will:

a. Aviation unit commanders will use the Army's Aircrew Coordination Training Enhancement Program. Aviation commanders will also establish procedures to ensure that aircrews conduct aircrew coordination training during simulator periods and use the expertise of simulator operators and unit instructor pilots to evaluate the training and provide feedback to the crews.

b. Battalion level commanders will establish and implement a vehicle driver and vehicle commander coordination training into their motor vehicle training program. The 8th Army Driver Crew Coordination Handbook available on the 8th Army Safety Website should be used as a guide to develop your programs.

LO 3.3.2 Objective: All 8th Army crews, ground and air, are certified and fully capable of executing collective drills and METL tasks to standard.

LO 3.3.3 Measure of Effectiveness

- Eliminate accidents enroute to and in the training areas.
- 8th Army crews are trained & certified according to DA Training Tables.
- No repeat of Highway 3 or Highway 56 incidents.

LO 3.3.4 Measure of Performance

- All aviation aircrew training uses the Army's Aircrew Coordination Training Enhancement Program.
- Crew manning, certification, and readiness levels have 06/GO visibility.
- All aircrews evaluated during simulator periods.
- All drivers and vehicle commanders trained in crew coordination.

LO 3.4 Driving as a Life Skill Program.

Driving as a Life Skill" implementation contains three thrusts: integrated training, integrated technology, and materiel integration.

a. Integrated Training.

(1) Knowledge, Education, Awareness, and Skills for Motorcyclists: To meet the DODI 6055.4 requirements, the Installation Management Command – Korea Region is conducting Motorcycle Safety Foundation training.

(2) Knowledge, Education, and Awareness for POVs and AMVs: This mission was passed to IMCOM which is now implementing the Army Traffic Safety Training Program (ATSTP). This is the foundation of "Driving as a Life Skill," and will be implemented in two phases: development and execution. The ATSTP consists of an online module (Accident Avoidance Course) and a series of platform courses.

b. Integrated Technology.

(1) Knowledge through awareness. Commercial Off-The-Shelf (COTS) "Black Box" vehicle and driver monitoring technology will provide emergency warning of impending roll-over, supervisor download capability to monitor driver training events, and the ability to conduct accident reconstruction. The Defense Safety Oversight Council allocated \$90K to the CRC in order to develop this capability through a limited pilot program.

(2) Knowledge through risk management and data sharing. The Army Safety Management Information System (ASMIS -2) available to assist in POV risk assessment and risk management.

c. Materiel Integration. PEOSTRI has the lead to develop long term, mobile, sustained simulation solutions. Simulation bridges the gap between knowledge based training and vehicle hands-on training, exposing Soldiers to driving hazards, scenarios and emergencies we are unable to recreate in the hands-on training environment.

LO 3.4.1 Commanders will ensure that the following is accomplished:

a. Soldiers (E1 - E7, W1 - W3, O1 - O3) who will be operating a POV when on pass/leave, TDY, or PCSing off the Korean peninsula will complete the automated risk

assessment prior to departing. In addition, Soldiers will complete an assessment when driving more than 100 miles while on pass/leave, TDY or PCSing off the Korean peninsula. This tool is helpful in assisting commanders and leaders in mitigating risk. ASMIS-2 is available at (https://cracapps2.crc.army.mil/ako_auth/asmis2/register.aspx).

b. All vehicle drivers complete the online Accident Avoidance Course prior to being issued a military vehicle driving licenses and every two years thereafter. The course is accessible on the U.S. Army Combat Readiness Center Learning Management System at <https://crc.army.mil>.

c. All SOFA status motorcycle operators complete the Motorcycle Safety Foundation or Army approved training course prior to be licensed to operate a motorcycle on/off the installation and every three years thereafter.

d. All Non-SOFA status personnel complete the training prior to operating a motorcycle on an Army installation and every three years thereafter.

LO 3.4.2 Objective: Increase the knowledge, education, awareness, and skills for Army motor vehicle and POV operators.

LO 3.4.3 Measure of Effectiveness

- Reduce motor vehicle accidents by 20%.
- Increased use of protective equipment (Seat belts, helmets etc...).

LO 3.4.5 Measure of Performance

- All motorcycle operators complete the MSF training course.
- All government motor vehicle operators complete the on-line accident avoidance course.
- All Soldiers (E1 - E7, W1 - W3, O1 - O3) complete the ASMIS-2 POV risk assessment prior to departing when on pass, TDY, or PCSing off the Korean peninsula prior to departing and when driving more than 100 miles while on pass, TDY or PCSing off the Korean peninsula.

LO 4: LEADER ACCOUNTABILITY

a. Effective safety program management requires proactive support at all levels of leadership. Support for accident prevention and accountability for results helps ensure success at the onset. Conversely, the lack of support will result in poor implementation and reduce the chances of follow through. In accordance with Army Regulation 385-10, "Performance standards for military and civilian managers and supervisors will include accident prevention and occupational health responsibilities as a rating element.

b. The success or shortcomings of managers or supervisory personnel in performing safety and occupational health responsibilities will be considered in Army civilian employee performance appraisals, officer evaluation reports (OERs), and enlisted evaluation reports (EERs)." The intent is to establish a sense of ownership for reducing

injuries. It is not just a paper program which is administratively correct, but one that requires leaders to be actively involved and held accountable for the results. This ensures active support in the implementation of various hazard reducing activities.

c. It is the duty of leaders, and more specifically first line supervisors, to make every reasonable effort to provide and maintain a workplace free from recognized hazards. It is the duty of all employees in the course of performing their regularly assigned duties to be alert to unsafe and/or unhealthy practices, equipment, and conditions and to report any such unsafe and/or unhealthy practices or conditions to their immediate supervisor.

LO 4.1 Junior Leader Education/Counseling

The first line supervisor promotes observance of general safety requirements and standards, ensures employees have appropriate safety training, educates employees on safe work practices and takes corrective action when violations occur, identifies unsafe work conditions and takes prompt remedial action, instructs employees on proper procedures for reporting injuries, investigates all accidents, completes all accident reports in a timely manner, and models safe work behaviors.

LO 4.1.1 Commanders will ensure the following is accomplished:

a. Company commanders must complete the online Commander's Safety Course (<https://safetylms.army.mil/>) prior to assuming command.

b. Noncommissioned officers (CPL – SFC), commissioned officers (2nd and 1st LT), company first sergeants, and civilian supervisors (GS, GG, NAF[US], and KGS) in the organization must complete the online Supervisor's Safety Course (<https://safetylms.army.mil/user/mycourse.asp>), then "Installation and Environment (I&E) Occupational Safety Courses. Commanders will consider similar training for KWB, KSC and other employees that may not be proficient in the English language.

c. Non-supervisory civilian employees (GS, GG, NAF[US] and KGS) must complete the online Employee Safety Course (<https://safetylms.army.mil/>) NLT 30 January 07 and those newly assigned must complete the training within 30 days of assignment. Commanders will consider similar training for KWB, KSC and other employees that may not be proficient in the English language.

d. All Eighth Army units (company level and above) must have an additional duty safety officer or NCO appointed on orders and working for the commander / manager. Within 30 days after appointment, the individual must complete the online Additional Duty Safety Course (<https://safetylms.army.mil/>). In addition, MSCs will provide the command safety office with the name of the MSC safety representative within 10 days of appointment.

e. Ensure that safe performance and conduct are included during performance counseling of NCOs and junior enlisted Soldiers and also included as performance

objectives on OER Support Forms and Civilian Evaluation Report Support Forms. "Senior raters will pass their support forms down two levels. For example Division commander will pass their support forms with safety objectives down to battalion commanders who will pass their support forms with safety objectives down to platoon leaders. The NCO chain of supervision is linked in a similar fashion through their rating officials."

LO 4.1.2 Objective: Educate junior leaders on risk management and maintain "What safe looks like here in Korea."

LO 4.1.3 Measure of Effectiveness:

- Junior leadership eliminate 1/4 of our traditional accident rate.
- All junior leaders can apply the risk management process during the planning and execution of all operations.
- Accidents reported immediately and investigated with root cause identified within 30 days.
- Safety and occupational health responsibilities will be considered in Army civilian employee performance appraisals, officer evaluation reports (OERs), and enlisted evaluation reports (EERs)."
- Junior leaders develop the leader habit for a running, proactive risk assessment.

LO 4.1.4 Measure of Performance:

- 100% of junior leaders attend and internalize safety in the Warrior Leaders Course (WLC).
- All junior leaders develop the leader habit for a running proactive risk assessment.
- Junior leaders modify training to match their assessment.

LO 4.2 Vehicle Commanders/Drivers Training Program

LO 4.2.1 All vehicle commander and drivers will be trained and certified in accordance with AK Reg 350-4 in order to ensure the safe movement of tactical vehicles within Eighth Army areas of operation.

LO 4.2.2 Objective: Trained and certified vehicle commanders and properly licensed vehicle drivers.

LO 4.2.3 Measures of Effectiveness:

- Decrease vehicle accidents by 20%.
- Vehicle commanders and drivers apply a running risk management while conducting vehicle operations.

LO 4.2.4 Measures of Performance:

- All vehicle commanders certified IAW AK Regulation 350-4.
- All drivers licensed & certified IAW AR 600-55 & AK Regulation 350-4.
- 100% Seatbelt usage; enforced.
- "Go Slow to Go Fast" understood by all drivers and vehicle commanders.

LO 4.3 Accident Review Boards

LO 4.3.1 Commanders will:

a. Develop a command accident review process for class A through C accidents to include civilian accidents. The intent is for leaders to "AAR" the accidents and develop or reinforce procedures from the lessons learned within 30 days. The AAR results will be forwarded thru the chain of command to the Command Safety Office for command wide dissemination.

b. Eighth Army MSC commanders, along with the organization's chain of command, must brief the Eighth Army Commanding General within 72 hours of an accident that result in a fatality describing measures that were in place to prevent such an occurrence. As a minimum the briefing will include, to the extent known:

(1) What happened (mistake/error).

(2) Why it happened (system inadequacy(ies)/root causes(s)); leader, individual, training, standards or support failure.

(3) What to do about it (recommendations); fixes, remedial measures, and/or countermeasures.

LO 4.3.2 Objective: AAR accidents and develop lessons learned or reinforce procedures from lessons learned to prevent similar occurrences.

LO 4.3.3 Measure of Effectiveness

- Leaders conducting AARs to determine what happened and what to do to prevent similar occurrences.
- Leaders implementing lessons learned.

LO 4.3.4 Measure of Performance

- All AARs forwarded through the chain of command to the Command Safety Office within 45 days for command wide dissemination.

LO 4.4 "Under the Oak Tree" Counseling

a. "Under the Oak Tree Counseling" is a process where first-line leaders gain a verbal contract with their subordinates before long weekends, passes, leaves, and other identified periods of high risk. This process ensures that leaders are aware of the

Soldier's plans and have made a mutual, verbal contract on the steps to be taken to manage identified risks. This is not a paper/recordkeeping program that is administratively correct, but one that requires first-line leaders to be directly involved in the subordinate's off duty risk assessment and risk mitigation without paper. The "Under the Oak Tree" counseling is the best way for first-line supervisors to impact on the behavior of subordinates.

b. First-line leaders should identify "at-risk" individuals and provide counseling and assistance as needed. Leaders must explain the risks to these Soldiers and help them take steps that could save their lives. Leaders will place special emphasis on alcohol misuse. All too often alcohol abuse contributes to poor decision making which leads to sexual assaults, physical altercations, and other alcohol related incidents. If personnel are prone to alcohol misuse, they should be counseled not to put themselves in an environment that tempts them to drink. They should be reminded that the people who they are with and their surroundings have a tremendous influence on their actions.

LO 4.4.1 First-line supervisors will meet with subordinates to discuss their off-duty plans. This counseling session will include at a minimum discussion on accident and injury factors such as excessive speed, alcohol use, fatigue, seasonal weather conditions, failure to wear seat belts, failure to wear protective gear for motorcycle riding, and indiscipline.

LO 4.4.2 Objective: All Soldiers exercise discipline, Army values, and good personal decisions during off-duty activities.

LO 4.4.3 Measures of Effectiveness:

- Significant decrease in indiscipline related incidents.
- SAPR, alcohol related, physical assaults especially involving Korean Nationals are dramatically reduced.

LO 4.4.4 Measures of Performance:

- First-line leaders verbal contract with their Soldier impacts behavior and off-duty discipline.
- Every leader knows his Soldier & can identify their risk factors (motorcycle riders/owners, irresponsible alcohol use etc...).
- Oak Tree is a leader habit; leaders turn on not off on free time.

LO 5: COMPOSITE RISK MANAGEMENT

Composite Risk management (CRM) should be the cornerstone of any safety program. Leaders must ensure that every unit member has a solid understanding of CRM and can apply the principles effectively. When properly applied and practiced by every Soldier in the unit, CRM will enhance the mission and help reduce the accidental loss of our resources, both on and off duty. Composite Risk management must be an integral part of the unit's training program and should be included in the in-processing procedures.

LO 5.1 Composite Risk Management Training.

LO 5.1.1 Commanders will ensure that 100% of assigned personnel both military and civilian employees (GS,GG, NAF[US] and KGS) complete the CRM Basic Course NLT 31 January 07 and those newly assigned must complete the training within 30 days of assignment. Commanders will also ensure that all assigned personnel are briefed on their units' CRM procedures. Commanders will consider similar training for KWB, KSC and other employees that may not be proficient in the English language.

LO 5.1.2 Objective: Educate personnel on composite risk management.

LO 5.1.3 Measure of effectiveness:

- Leaders supervising and evaluating the application of the risk assessment and risk mitigation process during the planning and execution of operations.
- Leaders making adjustment to training to account for change in conditions (leaders, led, mission, weather, and enemy).

LO 5.1.4 Measure of Performance

- 100% of personnel trained on CRM
- Reduced training accidents.
- Reduced equipment damage accidents.
- 8th Army Safety Office attends SATBs
- 100 % company level & above leaders are briefed on major training areas (TBTA, Rodriguez Range....) prior to beginning of training density.
- Safety recon done prior to all training & results briefed back to leadership.

LO 5.2 Quarterly accident trend analysis

Good analysis will identify basic facts relating to the nature and occurrence of accidents which will permit summarization and show possible patterns or trends. These trends provide critical insight to increasing the effectiveness of Composite Risk Management in the prevention of accidents. The Command Safety Office disseminates quarterly accident experience and trend analysis reports.

LO 5.2.1 Commanders will review and analyze their unit's accident and injury trends quarterly. This analysis will provide insight into safety issues that lead to accidents and injuries, and it will serve as the basis for the development of accident prevention policies.

LO 5.2.2 Objective: Identify specific accident trends that can be targeted for program improvement.

LO 5.2.3 Measure of effectiveness:

- Countermeasures are developed and implemented
- Downward trend in accidents.

LO 5.2.3 Measure of Performance

- Quarterly accident trend analysis reports are used to prioritize accident prevention activities.
- Develop an accident history map of training areas and ensure it is used at all training rehearsals/planning sessions.

LO 5.3 Suicide Prevention

Although we have historically experienced a low number of suicides within Eighth Army, leaders must remain cognizant of the risk. Accordingly, commanders will provide leaders with risk reduction information to enable them to identify Soldiers with suicidal/homicidal thoughts and to develop preventative measures to monitor and target high risk behavior. To standardize suicide prevention training, USACHPPM and the American Association of Suicidology have published "Suicide Prevention, A Resource Manual for the U.S. Army." The manual contains three lesson plans: one for individuals, one for formal gatekeepers, and one for medical professionals. The manual is available on the USACHPPM web site at <http://hooah4health.com/toolbox/suicide/default.htm>.

LO 5.3.1 Suicide Prevention Training.

Commanders' will include instruction on suicide awareness, and identification of potentially suicidal Soldiers. Instruction to Soldiers will include the appropriate actions they should take in the event a fellow Soldier talks to them about suicide; specifically, Soldiers must recognize the need to immediately notify the chain of the first available member of the chain of command.

LO 5.3.2 Objective: Educate leaders with risk reduction information to enable them to identify personnel with suicidal/homicidal thoughts and to develop preventative measures to monitor and target high risk behavior.

LO 5.3.3 Measures of Effectiveness:

- Leaders are aware of trends, life crisis, and behavior that lead to suicide attempts.
- Successful suicide interventions resulting in zero suicides, gestures, or attempts.

LO 5.3.4 Measures of Performance:

- 100 percent of leaders educated on suicide prevention.
- 100% implementation of the "Buddy System."

LO 5.4 Seasonal Safety

All Eighth Army units will develop a seasonal safety program throughout their command. Their goals will ensure leaders and Soldiers alike, are effectively trained with proactive measures in preventing severe weather related accidents and injuries, both on and off duty. Emphasis should be placed on the prevention of both hot and cold weather related accidents and injuries involving: field training, physical training, vehicle operations (Government and Privately Owned), summer and winter recreational activities, force protection duties, aviation operations, and home safety. All leaders will use USFK Pam 385-3, A Systems Approach to Seasonal Safety and locally developed materials for implementation of seasonal safety programs. Use supporting weather elements and the 17th Operational Weather Squadron website at <https://17ows.hickam.af.mil/>. It is imperative that commanders conduct mission analysis and risk assessments using the most accurate weather data available. Additionally, ensure Soldiers know how to obtain weather and road condition information in a timely manner.

LO 5.4.1 Objective: Train leaders and Soldiers prior to seasonal weather changes on prevention of heat and cold weather injuries and the risks associated with summer, monsoon, and typhoon season.

LO 5.4.2 Measures of Effectiveness:

- Decreased incidents of heat or cold weather injuries.
- No loss of life and minimal equipment damage due to destructive weather.

LO 5.4.3 Measures of Performance:

- 100% of Soldiers trained on prevention of hot and cold weather injuries and the risk associated with, monsoon, typhoon, summer, and winter season.
- No seasonal weather related injuries.

LO 6: FORCE HEALTH PROTECTION

Force Health Protection (FHP), uses preventive health techniques and emerging technologies in environmental surveillance and combat medicine to protect all service members before, during and after deployment. FHP is designed to improve the health of service members, prepare them for deployment, prevent casualties and promptly treat injuries or illnesses that do occur. The goal of FHP is casualty prevention, achieved through a physically and mentally fit force trained for modern combat and supported by mobile, technologically advanced medical teams.

LO 6.1 Responsible Sex, Alcohol, Drug, and Tobacco Use

LO 6.1.1 Objective: Individuals are properly educated to make responsible decision regarding sex, alcohol, drugs and tobacco.

LO 6.1.2 Measure of effectiveness:

- Decreased incidents of STD and sexual assault, alcohol related events, positive drug test results, and decreased use of tobacco products.

LO 6.1.3 Measure of Performance

- FY07 reportable alcohol related incidents decreased by 20% from FY06
- Unit FY07 incidence of STDs decreased by 20% from FY06
- Unit Soldiers use of tobacco (smoking and smokeless) decreased by 20% in FY07.

LO 6.2 Environmental Injury and Disease Prevention

LO 6.2.1 Objective: Individuals and leaders are properly educated to make responsible decisions.

LO 6.2.2 Measure of effectiveness:

- Decreased numbers of weather related and incidents of disease. Trained and equipped unit Field Sanitation and Hygiene Teams.

LO 6.1.3 Measure of Performance

- No service member or civilian critically injured or killed as a result of an environmental incident
- FY07 reportable cold and hot weather injuries decreased by 20% from FY06
- FY07 incidences of Malaria and Korean Hemorrhagic Fever decreased by 50%

LO 6.3 Fitness and Wellness

LO 6.3.1 Objective: Peak physical fitness and performance for service members, civilians, and their families. New Soldiers are assessed and integrated into unit fitness program

LO 6.3.2 Measure of effectiveness:

- Improved physical fitness and stamina based on a sound program of exercise and nutrition.
- Consistently meeting height/weight standards
- Decreased profiles for overuse and sports injuries
- Decreased Medical Attrition

LO 6.3.3 Measure of Performance

- Improve APFT score by 10%
- Decrease % of body fat into ideal individual range
- FY07 overweight program decrease by 20%
- Decrease Bn level profile & MEB rate by 10%

LO 6.4 MEDPROS Medical Readiness

LO 6.4.1 Objective: All commands can use the MEDPROS tracking tool to identify strengths and weaknesses in unit and individual medical readiness.

LO 6.4.2 Measure of effectiveness:

- Increased use and understanding by commanders and supervisors
- Improved Fully Medically Ready (FMR) rate

LO 6.4.3 Measure of Performance

- Unit FMR at 95% in MEDPROS
- 100% Annual Hearing Screening Conducted
- 100% Annual SRP conducted
- Korea Immunization profile > 95% (Influenza, Smallpox, Anthrax)